

Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. The tier I and tier II annual compensation maximums for 2002 were \$84,900 and \$63,000, respectively. For 2003, the tier I limit increased to \$87,000 per year, while the tier II limit was \$64,500 per year. Under the unemployment program, the taxable earnings base was the first \$1,100 of each employee's monthly earnings in 2002 and \$1,120 in 2003. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue is 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. The employer shown for employees reported by more than one employer is the last employer in the year.
2. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One year of service represents service in 12 to 23 months; two years, service in 24 to 35 months, etc.

3. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records shortly after the end of the calendar year. Late reports were last included in 1987.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2002

| Calendar year | All employees | | | | | | Class I railroad employees | | | |
|-------------------|-----------------------|----------------------|----------------------------|----------------------|---------------------|--------|----------------------------|----------------------|----------------------------|---------|
| | Number (thousands) | | Compensation (millions) | | | | Number (thousands) | | Compensation (millions) | |
| | Total | Average ² | Total | Taxable ¹ | | Tier 2 | Total | Average ² | Total | Tier 1 |
| | | | | Aggregate tier 1 | Percent of total | | | | | |
| 1937 | 1,996 | 1,279 | \$2,294 | \$2,264 | 98.7 | ..... | 1,758 | 1,115 | \$1,985 | \$1,959 |
| 1938 | 1,617 | 1,093 | 2,047 | 2,008 | 98.1 | ..... | 1,404 | 939 | 1,746 | 1,713 |
| 1939 | 1,666 | 1,151 | 2,180 | 2,145 | 98.4 | ..... | 1,427 | 988 | 1,863 | 1,833 |
| 1940 | 1,708 | 1,195 | 2,280 | 2,248 | 98.6 | ..... | 1,453 | 1,027 | 1,964 | 1,936 |
| 1941 | 2,052 | 1,322 | 2,697 | 2,657 | 98.5 | ..... | 1,762 | 1,140 | 2,332 | 2,297 |
| 1942 | 2,587 | 1,470 | 3,394 | 3,302 | 97.3 | ..... | 2,209 | 1,271 | 2,932 | 2,853 |
| 1943 | 2,887 | 1,591 | 4,100 | 3,944 | 96.2 | ..... | 2,391 | 1,355 | 3,521 | 3,387 |
| 1944 | 2,903 | 1,670 | 4,523 | 4,301 | 95.1 | ..... | 2,325 | 1,415 | 3,858 | 3,669 |
| 1945 | 3,014 | 1,680 | 4,530 | 4,340 | 95.8 | ..... | 2,414 | 1,420 | 3,862 | 3,700 |
| 1946 | 2,658 | 1,622 | 4,883 | 4,639 | 95.0 | ..... | 2,198 | 1,359 | 4,171 | 3,963 |
| 1947 | 2,470 | 1,598 | 5,113 | 4,750 | 92.9 | ..... | 2,072 | 1,352 | 4,352 | 4,036 |
| 1948 | 2,339 | 1,558 | 5,539 | 4,952 | 89.4 | ..... | 1,984 | 1,327 | 4,769 | 4,233 |
| 1949 | 2,112 | 1,403 | 5,133 | 4,609 | 89.8 | ..... | 1,802 | 1,192 | 4,419 | 3,926 |
| 1950 | 2,073 | 1,421 | 5,327 | 4,704 | 88.3 | ..... | 1,772 | 1,220 | 4,594 | 4,042 |
| 1951 | 2,103 | 1,476 | 6,101 | 5,111 | 83.8 | ..... | 1,796 | 1,276 | 5,273 | 4,409 |
| 1952 | 2,045 | 1,429 | 6,185 | 5,046 | 81.6 | ..... | 1,733 | 1,226 | 5,327 | 4,333 |
| 1953 | 1,982 | 1,405 | 6,147 | 4,989 | 81.2 | ..... | 1,679 | 1,206 | 5,325 | 4,282 |
| 1954 | 1,690 | 1,250 | 5,630 | 4,707 | 83.6 | ..... | 1,424 | 1,064 | 4,854 | 4,016 |
| 1955 | 1,694 | 1,239 | 5,801 | 4,925 | 84.9 | ..... | 1,433 | 1,058 | 4,992 | 4,214 |
| 1956 | 1,647 | 1,220 | 6,206 | 5,060 | 81.5 | ..... | 1,388 | 1,043 | 5,325 | 4,307 |
| 1957 | 1,510 | 1,150 | 6,177 | 4,859 | 78.7 | ..... | 1,278 | 986 | 5,358 | 4,166 |
| 1958 | 1,321 | 984 | 5,722 | 4,246 | 74.2 | ..... | 1,115 | 841 | 4,930 | 3,626 |
| 1959 | 1,242 | 949 | 5,751 | 4,377 | 76.1 | ..... | 1,050 | 816 | 4,986 | 3,768 |
| 1960 | 1,177 | 909 | 5,648 | 4,404 | 78.0 | ..... | 995 | 780 | 4,894 | 3,793 |
| 1961 | 1,082 | 836 | 5,345 | 4,076 | 76.3 | ..... | 911 | 718 | 4,624 | 3,488 |
| 1962 | 1,033 | 815 | 5,381 | 3,991 | 74.2 | ..... | 869 | 700 | 4,662 | 3,422 |
| 1963 | 1,011 | 790 | 5,350 | 3,955 | 73.9 | ..... | 852 | 680 | 4,630 | 3,402 |
| 1964 | 990 | 775 | 5,446 | 4,211 | 77.3 | ..... | 827 | 665 | 4,698 | 3,606 |
| 1965 | 969 | 753 | 5,590 | 4,140 | 74.1 | ..... | 799 | 640 | 4,793 | 3,522 |
| 1966 | 955 | 741 | 5,676 | 4,719 | 83.1 | ..... | 793 | 631 | 4,879 | 4,040 |

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2002 - Continued

| Calendar year | All employees | | | | | | Class I railroad employees | | | |
|---------------|-----------------------|----------------------|----------------------------|----------------------|---------------------|----------|----------------------------|----------------------|----------------------------|---------|
| | Number (thousands) | | Compensation (millions) | | | | Number (thousands) | | Compensation (millions) | |
| | Total | Average ² | Total | Taxable ¹ | | | Total | Average ² | Total | Tier 1 |
| | | | | Aggregate tier 1 | Percent of total | Tier 2 | | | | |
| 1967..... | 911 | 713 | \$5,734 | \$4,613 | 80.4 | ..... | 767 | 610 | \$4,934 | \$3,954 |
| 1968..... | 879 | 683 | 5,878 | 5,000 | 85.1 | ..... | 747 | 591 | 5,111 | 4,338 |
| 1969..... | 865 | 659 | 6,092 | 4,966 | 81.5 | ..... | 742 | 578 | 5,363 | 4,354 |
| 1970..... | 825 | 640 | 6,281 | 4,896 | 77.9 | ..... | 719 | 566 | 5,557 | 4,319 |
| 1971..... | 774 | 611 | 6,602 | 4,830 | 73.2 | ..... | 680 | 544 | 5,895 | 4,300 |
| 1972..... | 737 | 589 | 7,156 | 5,350 | 74.8 | ..... | 652 | 527 | 6,435 | 4,792 |
| 1973..... | 726 | 584 | 7,936 | 6,265 | 78.9 | ..... | 645 | 524 | 7,134 | 5,635 |
| 1974..... | 739 | 592 | 8,399 | 7,271 | 86.6 | ..... | 661 | 533 | 7,576 | 6,570 |
| 1975..... | 678 | 548 | 8,346 | 7,112 | 85.2 | ..... | 609 | 497 | 7,563 | 6,478 |
| 1976..... | 661 | 540 | 9,262 | 7,848 | 84.7 | ..... | 606 | 496 | 8,494 | 7,238 |
| 1977..... | 655 | 546 | 10,038 | 8,495 | 84.6 | ..... | 602 | 503 | 9,224 | 7,854 |
| 1978..... | 667 | 542 | 10,938 | 9,020 | 82.5 | ..... | 602 | 491 | 9,909 | 8,203 |
| 1979..... | 675 | 554 | 12,472 | 11,168 | 89.5 | \$10,120 | 610 | 503 | 11,300 | 10,183 |
| 1980..... | 636 | 532 | 13,129 | 11,870 | 90.4 | 10,520 | 568 | 480 | 11,784 | 10,804 |
| 1981..... | 603 | 503 | 13,368 | 12,402 | 92.8 | 10,849 | 545 | 457 | 12,106 | 11,338 |
| 1982..... | 555 | 440 | 12,501 | 11,797 | 94.4 | 10,332 | 498 | 398 | 11,354 | 10,715 |
| 1983..... | 497 | 395 | 12,349 | 11,724 | 94.9 | 10,257 | 428 | 343 | 10,797 | 10,250 |
| 1984..... | 474 | 395 | 12,949 | 12,346 | 95.3 | 10,783 | 411 | 345 | 11,421 | 10,890 |
| 1985..... | 452 | 372 | 12,736 | 12,117 | 95.1 | 10,807 | 384 | 323 | 11,138 | 10,597 |
| 1986..... | 423 | 342 | 12,496 | 11,958 | 95.7 | 10,687 | 358 | 293 | 10,830 | 10,364 |
| 1987..... | 400 | 320 | 12,529 | 11,881 | 94.8 | 10,481 | 335 | 271 | 10,707 | 10,154 |
| 1988..... | 374 | 312 | 12,193 | 11,660 | 95.6 | 10,264 | 306 | 258 | 10,260 | 9,810 |
| 1989..... | 355 | 308 | 12,128 | 11,513 | 94.9 | 10,262 | 288 | 251 | 10,057 | 9,547 |
| 1990..... | 341 | 296 | 11,828 | 11,377 | 96.2 | 10,221 | 275 | 241 | 9,696 | 9,326 |
| 1991..... | 327 | 285 | 12,032 | 11,560 | 96.1 | 10,328 | 265 | 231 | 9,918 | 9,528 |
| 1992..... | 318 | 276 | 12,696 | 11,896 | 93.7 | 10,573 | 256 | 223 | 10,453 | 9,794 |
| 1993..... | 310 | 271 | 12,420 | 11,716 | 94.3 | 10,490 | 248 | 217 | 10,189 | 9,611 |
| 1994..... | 305 | 266 | 12,490 | 11,884 | 95.1 | 10,664 | 245 | 214 | 10,210 | 9,715 |
| 1995..... | 298 | 265 | 12,551 | 11,913 | 94.9 | 10,641 | 238 | 212 | 10,200 | 9,682 |
| 1996..... | 290 | 257 | 12,880 | 12,221 | 94.9 | 10,848 | 231 | 205 | 10,474 | 9,938 |

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2002 - Continued

| Calendar year | All employees | | | | | | Class I railroad employees | | | |
|-------------------|-----------------------|----------------------|----------------------------|----------------------|---------------------|----------|----------------------------|----------------------|----------------------------|----------|
| | Number (thousands) | | Compensation (millions) | | | | Number (thousands) | | Compensation (millions) | |
| | Total | Average ² | Total | Taxable ¹ | | Tier 2 | Total | Average ² | Total | Tier 1 |
| | | | | Aggregate tier 1 | Percent of total | | | | | |
| 1997 | 287 | 253 | \$13,149 | \$12,505 | 95.1 | \$11,146 | 229 | 201 | \$10,669 | \$10,146 |
| 1998 | 295 | 256 | 14,062 | 13,161 | 93.6 | 11,721 | 236 | 205 | 11,496 | 10,760 |
| 1999 | 291 | 256 | 14,169 | 13,320 | 94.0 | 12,043 | 232 | 204 | 11,520 | 10,830 |
| 2000 | 283 | 246 | 14,013 | 13,357 | 95.3 | 12,180 | 223 | 194 | 11,191 | 10,667 |
| 2001 | 271 | 238 | 13,700 | 13,240 | 96.6 | 12,170 | 212 | 186 | 10,883 | 10,518 |
| 2002 | 263 | 229 | 13,550 | 13,102 | 96.7 | 12,108 | 207 | 179 | 10,816 | 10,458 |

¹ Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982, tier I payroll includes miscellaneous compensation.

² Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Average employment and total compensation based on Surface Transportation Board (previously Interstate Commerce Commission) reports. For all employees, such data include estimates of employees and compensation not reported to the STB (ICC).

Table D2.--Employees, by employment status, 1973-2002 (In thousands)

| Year | Number by employment status | | | | | |
|-----------|-----------------------------|---------|-----------------------|------------------------------|--------------|------------|
| | In service during year | | Separated during year | In service in following year | New entrants | Reentrants |
| | Total | Females | | | | |
| 1973..... | 726 | 46 | 88 | 639 | 76 | 13 |
| 1974..... | 739 | 47 | 99 | 641 | 87 | 13 |
| 1975..... | 678 | 44 | 88 | 591 | 32 | 6 |
| 1976..... | 661 | 43 | 68 | 593 | 58 | 11 |
| 1977..... | 655 | 44 | 62 | 593 | 53 | 9 |
| 1978..... | 667 | 45 | 63 | 604 | 65 | 9 |
| 1979..... | 675 | 48 | 76 | 600 | 63 | 9 |
| 1980..... | 636 | 49 | 61 | 575 | 32 | 5 |
| 1981..... | 603 | 47 | 61 | 542 | 22 | 5 |
| 1982..... | 555 | 43 | 71 | 485 | 7 | 6 |
| 1983..... | 497 | 39 | 48 | 449 | 7 | 5 |
| 1984..... | 474 | 37 | 41 | 433 | 11 | 14 |
| 1985..... | 452 | 36 | 44 | 408 | 11 | 8 |
| 1986..... | 423 | 33 | 43 | 380 | 8 | 6 |
| 1987..... | 400 | 31 | 47 | 353 | 8 | 12 |
| 1988..... | 374 | 29 | 38 | 335 | 13 | 7 |
| 1989..... | 355 | 27 | 32 | 323 | 14 | 6 |
| 1990..... | 341 | 29 | 28 | 313 | 14 | 4 |
| 1991..... | 327 | 28 | 23 | 304 | 10 | 4 |
| 1992..... | 318 | 28 | 25 | 293 | 11 | 4 |
| 1993..... | 310 | 27 | 23 | 286 | 13 | 3 |
| 1994..... | 305 | 27 | 21 | 283 | 15 | 3 |
| 1995..... | 298 | 26 | 22 | 276 | 12 | 2 |
| 1996..... | 290 | 25 | 21 | 268 | 12 | 2 |
| 1997..... | 287 | 25 | 19 | 268 | 17 | 2 |
| 1998..... | 295 | 26 | 21 | 274 | 24 | 3 |
| 1999..... | 291 | 24 | 23 | 267 | 15 | 2 |
| 2000..... | 283 | 26 | 24 | 259 | 15 | 2 |
| 2001..... | 271 | 25 | 21 | 249 | 10 | 2 |
| 2002..... | 263 | 24 | (1) | (1) | 11 | 2 |

¹ Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and for class I railroads, 1993-2002

| | All employees | | | | Employees with 12 months of service | | |
|-------------------------|-----------------------|---------------------------------|------------------------------------|----------|-------------------------------------|------------------------------------|----------|
| | Number (thousands) | Average months of service | Average creditable compensation | | Number (thousands) | Average creditable compensation | |
| | | | Per month | In year | | Per month | In year |
| ALL CLASSES OF EMPLOYER | | | | | | | |
| 1993..... | 310 | 11.0 | \$3,390 | \$37,308 | 251 | \$3,469 | \$41,628 |
| 1994..... | 305 | 11.0 | 3,503 | 38,474 | 247 | 3,598 | 43,180 |
| 1995..... | 298 | 11.0 | 3,574 | 39,480 | 243 | 3,650 | 43,795 |
| 1996..... | 290 | 11.0 | 3,768 | 41,566 | 237 | 3,855 | 46,263 |
| 1997..... | 287 | 11.0 | 3,909 | 42,962 | 234 | 4,001 | 48,009 |
| 1998..... | 295 | 10.9 | 4,053 | 44,189 | 235 | 4,185 | 50,217 |
| 1999..... | 291 | 11.0 | 4,113 | 45,307 | 235 | 4,218 | 50,618 |
| 2000..... | 283 | 11.0 | 4,248 | 46,580 | 229 | 4,370 | 52,445 |
| 2001..... | 271 | 11.1 | 4,366 | 48,308 | 220 | 4,483 | 53,798 |
| 2002..... | 263 | 10.9 | 4,518 | 49,212 | 209 | 4,635 | 55,625 |
| CLASS I RAILROADS | | | | | | | |
| 1993..... | 248 | 11.1 | \$3,437 | \$38,174 | 204 | \$3,500 | \$42,000 |
| 1994..... | 245 | 11.1 | 3,538 | 39,188 | 201 | 3,620 | 43,436 |
| 1995..... | 238 | 11.1 | 3,600 | 40,120 | 197 | 3,660 | 43,923 |
| 1996..... | 231 | 11.1 | 3,811 | 42,364 | 192 | 3,885 | 46,623 |
| 1997..... | 229 | 11.1 | 3,952 | 43,819 | 189 | 4,030 | 48,356 |
| 1998..... | 236 | 11.0 | 4,105 | 45,088 | 191 | 4,230 | 50,756 |
| 1999..... | 232 | 11.1 | 4,153 | 46,215 | 190 | 4,243 | 50,910 |
| 2000..... | 223 | 11.1 | 4,281 | 47,324 | 182 | 4,393 | 52,712 |
| 2001..... | 212 | 11.2 | 4,392 | 49,042 | 174 | 4,497 | 53,958 |
| 2002..... | 207 | 11.0 | 4,540 | 49,792 | 166 | 4,645 | 55,740 |

Table D4.--All employees and employees age 60 or older, by completed years of service, 1993-2002 (In thousands)

| | Completed years of service | | | | | | | | | |
|----------------------------------|----------------------------|---------|---------------------------|---------|----------|---------|----------|---------|-------------|---------|
| | Total | | Less than 10 ¹ | | 10 to 19 | | 20 to 29 | | 30 and over | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| ALL EMPLOYEES | | | | | | | | | | |
| 1993..... | 310 | 100 | 69 | 22 | 106 | 34 | 98 | 32 | 36 | 12 |
| 1994..... | 305 | 100 | 73 | 24 | 93 | 30 | 104 | 34 | 35 | 12 |
| 1995..... | 298 | 100 | 74 | 25 | 83 | 28 | 105 | 35 | 35 | 12 |
| 1996..... | 290 | 100 | 75 | 26 | 73 | 25 | 106 | 36 | 37 | 13 |
| 1997..... | 287 | 100 | 81 | 28 | 62 | 22 | 107 | 37 | 38 | 13 |
| 1998..... | 295 | 100 | 94 | 32 | 54 | 19 | 106 | 36 | 40 | 14 |
| 1999..... | 291 | 100 | 95 | 33 | 48 | 16 | 103 | 36 | 44 | 15 |
| 2000..... | 283 | 100 | 95 | 34 | 43 | 15 | 97 | 34 | 48 | 17 |
| 2001..... | 271 | 100 | 91 | 33 | 40 | 15 | 90 | 33 | 51 | 19 |
| 2002..... | 263 | 100 | 90 | 34 | 38 | 15 | 82 | 31 | 52 | 20 |
| EMPLOYEES AGE 60 OR OLDER | | | | | | | | | | |
| 1993..... | 18 | 100 | 1 | 4 | 2 | 11 | 4 | 21 | 11 | 63 |
| 1994..... | 17 | 100 | 1 | 4 | 2 | 11 | 4 | 23 | 11 | 62 |
| 1995..... | 17 | 100 | 1 | 4 | 2 | 10 | 4 | 25 | 11 | 61 |
| 1996..... | 17 | 100 | 1 | 4 | 2 | 10 | 4 | 25 | 10 | 60 |
| 1997..... | 17 | 100 | 1 | 6 | 2 | 9 | 5 | 27 | 10 | 58 |
| 1998..... | 17 | 100 | 1 | 7 | 2 | 9 | 5 | 26 | 10 | 57 |
| 1999..... | 17 | 100 | 1 | 4 | 1 | 9 | 5 | 27 | 10 | 60 |
| 2000..... | 17 | 100 | 1 | 5 | 1 | 8 | 4 | 26 | 10 | 60 |
| 2001..... | 17 | 100 | 1 | 5 | 1 | 8 | 4 | 25 | 11 | 61 |
| 2002..... | 18 | 100 | 1 | 6 | 1 | 8 | 4 | 24 | 11 | 62 |

¹ Calendar year 2002 total includes 34,000 employees with 5 or more years of service after calendar year 1995.

Table D5.--Employees in 2002 and selected service and compensation data, by class of employer

| Class of employer | | | Average months of service | Average creditable compensation per month of service | Number of employees by amount of average creditable compensation per month of service | | | | | |
|--|---------|--------|---------------------------|--|---|---------------|------------------|------------------|------------------|------------|
| | | | | All employees | Employees with 12 months of service | | | | | |
| | Total | Female | | | | Under \$3,300 | \$3,300-3,999.99 | \$4,000-5,099.99 | \$5,100-7,074.99 | \$7,075.00 |
| Class I railroads | 207,350 | 16,819 | 11.0 | \$4,540 | \$4,645 | 42,042 | 50,725 | 50,403 | 47,779 | 16,401 |
| Class II railroads. | 7,398 | 566 | 10.6 | 3,956 | 4,102 | 2,681 | 1,804 | 1,549 | 1,030 | 334 |
| Class III railroads | 35,549 | 4,027 | 10.7 | 4,562 | 4,731 | 9,897 | 5,988 | 7,546 | 9,036 | 3,082 |
| Switching and terminal companies . . | 5,656 | 345 | 10.1 | 3,928 | 4,118 | 2,142 | 1,355 | 1,236 | 686 | 237 |
| Car-loan companies . . . | 1,968 | 169 | 10.5 | 4,116 | 4,148 | 600 | 701 | 285 | 204 | 178 |
| Miscellaneous employers¹ | 4,899 | 1,680 | 10.4 | 4,913 | 5,062 | 1,534 | 510 | 603 | 980 | 1,272 |
| Total | 262,820 | 23,606 | 10.9 | \$4,518 | \$4,635 | 58,896 | 61,083 | 61,622 | 59,715 | 21,504 |

¹ Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 2002

| Class or name of employer | All employees | | | | New entrants | | Creditable Compensation (thousands) | | |
|---|----------------|-----------------------------------|---|-----------------------------|---------------|-----------------------------|-------------------------------------|---------------------|--------------------|
| | Total | With 12 months of service in 2002 | With sufficient service for RRA annuity | Qualified for RUIA benefits | Total | Qualified for RUIA benefits | Tier I | Tier II | RUIA |
| CLASS OF EMPLOYER | | | | | | | | | |
| Class I railroads..... | 207,350 | 166,199 | 168,008 | 198,079 | 7,349 | 4,541 | \$10,324,302 | \$9,663,176 | \$2,477,881 |
| Class II railroads..... | 7,398 | 5,622 | 5,483 | 6,777 | 402 | 192 | 310,280 | 297,672 | 83,685 |
| Class III railroads..... | 35,549 | 27,571 | 24,225 | 32,843 | 2,830 | 1,577 | 1,737,533 | 1,594,607 | 409,841 |
| Switching and terminal companies..... | 5,656 | 4,042 | 4,069 | 4,979 | 404 | 165 | 225,258 | 216,644 | 61,238 |
| Car-loan companies..... | 1,968 | 1,507 | 1,676 | 1,831 | 74 | 41 | 85,256 | 80,946 | 22,671 |
| Miscellaneous employers ¹ | 4,899 | 3,766 | 3,249 | 4,307 | 430 | 221 | 251,389 | 217,500 | 53,491 |
| Total..... | 262,820 | 208,707 | 206,710 | 248,816 | 11,489 | 6,737 | \$12,934,018 | \$12,070,545 | \$3,108,806 |
| SELECTED EMPLOYERS | | | | | | | | | |
| Burlington Northern and Santa Fe Ry. Co..... | 43,251 | 35,847 | 37,849 | 42,026 | 1,130 | 751 | \$2,268,280 | \$2,104,189 | \$528,606 |
| Canadian National, U.S. Operations | | | | | | | | | |
| Chicago Central and Pacific Railroad Co..... | 305 | 249 | 241 | 299 | 3 | 1 | 15,181 | 13,998 | 3,714 |
| Duluth, Winnipeg and Pacific Railway Co..... | 199 | 161 | 173 | 196 | ..... | ..... | 11,535 | 10,431 | 2,432 |
| Grand Trunk Western Railroad Incorporated..... | 1,923 | 1,497 | 1,700 | 1,834 | 26 | 19 | 102,625 | 94,573 | 22,827 |
| Illinois Central Railroad Company..... | 3,561 | 2,753 | 2,648 | 3,397 | 232 | 198 | 196,428 | 176,412 | 42,147 |
| Sault Ste. Marie Bridge Company..... | 65 | 43 | 65 | 58 | ..... | ..... | 2,796 | 2,653 | 701 |
| Wisconsin Central LTD..... | 1,870 | 1,490 | 1,622 | 1,825 | 6 | 2 | 99,855 | 91,695 | 22,792 |
| CSX Transportation Incorporated..... | 37,935 | 29,425 | 28,818 | 36,172 | 1,807 | 1,438 | 1,825,241 | 1,735,052 | 448,405 |
| Kansas City Southern Railway Company..... | 2,824 | 2,230 | 2,040 | 2,595 | 243 | 86 | 136,453 | 129,640 | 32,830 |
| IC & E - Kansas City Southern Joint Agency..... | 158 | 122 | 116 | 150 | 10 | 7 | 7,196 | 7,013 | 1,803 |
| National Railroad Passenger Corp. (Amtrak)..... | 25,730 | 19,887 | 19,706 | 24,557 | 647 | 410 | 1,109,776 | 1,063,616 | 301,491 |
| Norfolk Southern Corporation..... | 31,957 | 25,813 | 26,272 | 30,074 | 1,085 | 486 | 1,540,765 | 1,462,612 | 379,183 |
| Soo Line Railroad Company..... | 3,148 | 2,466 | 2,675 | 3,018 | 130 | 77 | 147,187 | 140,771 | 37,551 |
| Union Pacific Railroad Company..... | 54,424 | 44,216 | 44,083 | 51,878 | 2,030 | 1,066 | 2,860,984 | 2,630,521 | 653,399 |

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

Table D7.-- Employees in 2002, by class of employer and amount of creditable compensation

| Class of employer | Number by amount of creditable compensation | | | | | | | | | | |
|---|---|-------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|----------|
| | Total | Under \$30,000 | \$30,000- 39,999 | \$40,000- 44,999 | \$45,000- 49,999 | \$50,000- 54,999 | \$55,000- 59,999 | \$60,000- 64,999 | \$65,000- 69,999 | \$70,000- 84,899 | \$84,900 |
| Class I railroads..... | 207,350 | 29,102 | 27,708 | 30,492 | 22,704 | 19,122 | 16,275 | 13,895 | 11,476 | 23,155 | 13,421 |
| Class II railroads..... | 7,398 | 1,737 | 1,450 | 1,128 | 737 | 617 | 449 | 337 | 245 | 461 | 237 |
| Class III railroads..... | 35,549 | 7,106 | 4,588 | 3,226 | 3,395 | 2,836 | 2,443 | 2,232 | 1,948 | 5,207 | 2,568 |
| Switching and terminal companies..... | 5,656 | 1,565 | 969 | 810 | 596 | 481 | 355 | 237 | 171 | 294 | 178 |
| Car-loan companies..... | 1,968 | 352 | 461 | 460 | 210 | 85 | 75 | 62 | 46 | 86 | 131 |
| Miscellaneous employers¹..... | 4,899 | 1,166 | 613 | 268 | 295 | 238 | 212 | 217 | 188 | 575 | 1,127 |
| Total..... | 262,820 | 41,028 | 35,789 | 36,384 | 27,937 | 23,379 | 19,809 | 16,980 | 14,074 | 29,778 | 17,662 |

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D8.--Employees in 2002, by class of employer and months of service

| Class of employer | Total | Number by months of service | | | | | | | | | | | |
|--|---------|-----------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | | 12 | 11 | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 |
| Class I railroads. | 207,350 | 166,199 | 7,440 | 5,009 | 4,174 | 3,513 | 3,097 | 3,159 | 2,705 | 2,544 | 2,614 | 2,964 | 3,932 |
| Class II railroads. | 7,398 | 5,622 | 209 | 177 | 156 | 148 | 191 | 133 | 128 | 122 | 197 | 144 | 171 |
| Class III railroads. | 35,549 | 27,571 | 1,046 | 845 | 698 | 672 | 603 | 661 | 713 | 612 | 693 | 709 | 726 |
| Switching and terminal companies. ... | 5,656 | 4,042 | 196 | 120 | 116 | 101 | 102 | 138 | 100 | 116 | 160 | 178 | 287 |
| Car-loan companies. | 1,968 | 1,507 | 47 | 25 | 23 | 65 | 48 | 39 | 29 | 38 | 30 | 60 | 57 |
| Miscellaneous employers¹. | 4,899 | 3,766 | 94 | 76 | 85 | 67 | 92 | 83 | 122 | 92 | 116 | 112 | 194 |
| Total. | 262,820 | 208,707 | 9,032 | 6,252 | 5,252 | 4,566 | 4,133 | 4,213 | 3,797 | 3,524 | 3,810 | 4,167 | 5,367 |

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D9.--Employees in 2002, by amount of creditable compensation and by sex or completed years of service

| Creditable compensation | Total Number | Sex | | Completed years of service | | | | | | |
|------------------------------------|-----------------|---------|--------|----------------------------|---------------------|----------|----------|----------|----------|-------------|
| | | Male | Female | Less than 5 | 5 to 9 | 10 to 14 | 15 to 19 | 20 to 24 | 25 to 29 | 30 and over |
| Under \$20,000.00..... | 25,873 | 22,403 | 3,470 | 15,073 | 2,317 | 1,394 | 915 | 1,317 | 1,095 | 3,762 |
| \$20,000.00-\$29,999.99.... | 15,155 | 12,679 | 2,476 | 7,306 | 2,027 | 1,044 | 742 | 1,076 | 932 | 2,028 |
| \$30,000.00-\$34,999.99.... | 12,179 | 10,152 | 2,027 | 4,603 | 2,087 | 1,112 | 786 | 1,135 | 1,087 | 1,369 |
| \$35,000.00-\$37,499.99.... | 9,050 | 7,460 | 1,590 | 2,769 | 1,388 | 881 | 639 | 1,067 | 1,098 | 1,208 |
| \$37,500.00-\$39,999.99.... | 14,560 | 12,541 | 2,019 | 3,154 | 2,003 | 1,378 | 1,117 | 2,039 | 2,413 | 2,456 |
| \$40,000.00-\$42,499.99.... | 19,473 | 17,605 | 1,868 | 3,287 | 2,481 | 1,744 | 1,409 | 2,977 | 3,820 | 3,755 |
| \$42,500.00-\$44,999.99.... | 16,911 | 15,335 | 1,576 | 2,986 | 2,478 | 1,516 | 1,259 | 2,583 | 3,198 | 2,891 |
| \$45,000.00-\$47,499.99.... | 14,842 | 13,563 | 1,279 | 2,752 | 2,228 | 1,347 | 1,091 | 2,234 | 2,735 | 2,455 |
| \$47,500.00-\$49,999.99.... | 13,095 | 12,089 | 1,006 | 2,271 | 2,164 | 1,212 | 908 | 1,983 | 2,452 | 2,105 |
| \$50,000.00-\$52,499.99.... | 12,106 | 11,221 | 885 | 1,934 | 2,005 | 1,153 | 818 | 1,762 | 2,439 | 1,995 |
| \$52,500.00-\$54,999.99.... | 11,273 | 10,583 | 690 | 1,549 | 1,879 | 1,079 | 723 | 1,708 | 2,329 | 2,006 |
| \$55,000.00-\$59,999.99.... | 19,809 | 18,685 | 1,124 | 2,268 | 3,385 | 1,822 | 1,338 | 3,058 | 4,168 | 3,770 |
| \$60,000.00-\$64,999.99.... | 16,980 | 16,119 | 861 | 1,491 | 2,820 | 1,542 | 1,029 | 2,625 | 3,806 | 3,667 |
| \$65,000.00-\$69,999.99.... | 14,074 | 13,451 | 623 | 940 | 2,076 | 1,171 | 882 | 2,165 | 3,378 | 3,462 |
| \$70,000.00-\$74,999.99.... | 12,254 | 11,721 | 533 | 628 | 1,450 | 909 | 728 | 2,005 | 3,146 | 3,388 |
| \$75,000.00-\$79,999.99.... | 9,580 | 9,177 | 403 | 410 | 928 | 655 | 601 | 1,524 | 2,525 | 2,937 |
| \$80,000.00-\$84,899.99.... | 7,944 | 7,602 | 342 | 259 | 642 | 554 | 578 | 1,315 | 2,115 | 2,481 |
| \$84,900.00..... | 17,662 | 16,828 | 834 | 642 | 1,117 | 1,036 | 1,125 | 2,436 | 4,645 | 6,661 |
| Total..... | 262,820 | 239,214 | 23,606 | 54,322 | ¹ 35,475 | 21,549 | 16,688 | 35,009 | 47,381 | 52,396 |

¹ Includes 33,687 employees with 5 or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2002, by amount of creditable compensation or sex and by age

| Creditable compensation | Total number ¹ | Age on birthday in 2002 | | | | | | | | | | | |
|------------------------------------|------------------------------|-------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-----------------|
| | | Under 20 | 20 to 24 | 25 to 29 | 30 to 34 | 35 to 39 | 40 to 44 | 45 to 49 | 50 to 54 | 55 to 59 | 60 to 64 | 65 to 69 | 70 and older |
| Under \$20,000.00..... | 25,873 | 325 | 2,444 | 2,892 | 3,001 | 2,648 | 2,729 | 2,874 | 2,463 | 1,742 | 3,359 | 252 | 79 |
| \$20,000.00-\$29,999.99.... | 15,155 | 29 | 1,146 | 1,795 | 1,980 | 1,659 | 1,638 | 1,930 | 1,735 | 1,218 | 1,579 | 148 | 21 |
| \$30,000.00-\$34,999.99.... | 12,179 | 5 | 595 | 1,366 | 1,569 | 1,303 | 1,451 | 1,803 | 1,694 | 1,159 | 955 | 86 | 12 |
| \$35,000.00-\$37,499.99.... | 9,050 | ... | 359 | 793 | 1,001 | 906 | 1,079 | 1,478 | 1,481 | 1,172 | 584 | 66 | 11 |
| \$37,500.00-\$39,999.99.... | 14,560 | 3 | 348 | 1,051 | 1,298 | 1,262 | 1,610 | 2,643 | 2,955 | 2,361 | 820 | 79 | 9 |
| \$40,000.00-\$42,499.99.... | 19,473 | 1 | 335 | 1,092 | 1,534 | 1,481 | 2,124 | 3,796 | 4,443 | 3,503 | 941 | 76 | 24 |
| \$42,500.00-\$44,999.99.... | 16,911 | 2 | 240 | 1,087 | 1,518 | 1,446 | 2,007 | 3,422 | 3,599 | 2,622 | 773 | 85 | 9 |
| \$45,000.00-\$47,499.99.... | 14,842 | ... | 220 | 908 | 1,410 | 1,364 | 1,793 | 3,094 | 3,067 | 2,206 | 614 | 49 | 12 |
| \$47,500.00-\$49,999.99.... | 13,095 | 1 | 182 | 848 | 1,281 | 1,296 | 1,587 | 2,669 | 2,681 | 1,860 | 544 | 47 | 14 |
| \$50,000.00-\$52,499.99.... | 12,106 | ... | 139 | 713 | 1,233 | 1,109 | 1,511 | 2,512 | 2,509 | 1,749 | 527 | 32 | 8 |
| \$52,500.00-\$54,999.99.... | 11,273 | ... | 90 | 633 | 1,096 | 1,043 | 1,400 | 2,389 | 2,507 | 1,546 | 445 | 42 | 5 |
| \$55,000.00-\$59,999.99.... | 19,809 | ... | 136 | 962 | 1,910 | 1,793 | 2,474 | 4,287 | 4,438 | 2,881 | 748 | 67 | 14 |
| \$60,000.00-\$64,999.99.... | 16,980 | ... | 70 | 698 | 1,442 | 1,503 | 2,090 | 3,841 | 3,934 | 2,610 | 638 | 75 | 7 |
| \$65,000.00-\$69,999.99.... | 14,074 | ... | 41 | 427 | 1,031 | 1,205 | 1,607 | 3,132 | 3,553 | 2,323 | 631 | 55 | 13 |
| \$70,000.00-\$74,999.99.... | 12,254 | ... | 24 | 237 | 683 | 826 | 1,339 | 2,875 | 3,322 | 2,214 | 612 | 66 | 13 |
| \$75,000.00-\$79,999.99.... | 9,580 | ... | 8 | 138 | 444 | 612 | 1,036 | 2,189 | 2,723 | 1,865 | 473 | 56 | 8 |
| \$80,000.00-\$84,899.99.... | 7,944 | ... | 1 | 96 | 317 | 483 | 838 | 1,918 | 2,264 | 1,501 | 432 | 51 | 14 |
| \$84,900.00..... | 17,662 | ... | 3 | 101 | 439 | 773 | 1,549 | 3,873 | 5,391 | 3,766 | 1,475 | 199 | 40 |
| ALL EMPLOYEES | | | | | | | | | | | | | |
| Male..... | 239,214 | 311 | 5,595 | 14,213 | 20,853 | 20,023 | 26,569 | 46,616 | 50,540 | 35,442 | 14,889 | 1,358 | 260 |
| Female..... | 23,606 | 55 | 786 | 1,624 | 2,334 | 2,689 | 3,293 | 4,109 | 4,219 | 2,856 | 1,261 | 173 | 53 |
| Total..... | 262,820 | 366 | 6,381 | 15,837 | 23,187 | 22,712 | 29,862 | 50,725 | 54,759 | 38,298 | 16,150 | 1,531 | 313 |

¹ Includes employees whose age was not reported.

Table D11.--Employees in 2002, by age or sex and by completed years of service

| Age on birthday in 2002 | Completed years of service | | | | | | | | | | | | | |
|---------------------------------|----------------------------|---------|---------------------|---------|----------|---------|----------|---------|----------|---------|----------|---------|-------------|---------|
| | Total | | Less than 10 | | 10 to 14 | | 15 to 19 | | 20 to 24 | | 25 to 29 | | 30 and over | |
| | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent | Number | Percent |
| Under 20. | 366 | 100 | 366 | 100 | ..... | ... | ..... | ... | ..... | ... | ..... | ... | ..... | ... |
| 20 to 24. | 6,381 | 100 | 6,381 | 100 | ..... | ... | ..... | ... | ..... | ... | ..... | ... | ..... | ... |
| 25 to 29. | 15,837 | 100 | 15,728 | 99 | 109 | 1 | ..... | ... | ..... | ... | ..... | ... | ..... | ... |
| 30 to 34. | 23,187 | 100 | 20,040 | 86 | 3,061 | 13 | 86 | (1) | ..... | ... | ..... | ... | ..... | ... |
| 35 to 39. | 22,712 | 100 | 15,707 | 69 | 5,188 | 23 | 1,729 | 8 | 88 | (1) | ..... | ... | ..... | ... |
| 40 to 44. | 29,862 | 100 | 12,392 | 41 | 4,686 | 16 | 4,600 | 15 | 7,269 | 24 | 915 | 3 | ..... | ... |
| 45 to 49. | 50,725 | 100 | 8,473 | 17 | 3,893 | 8 | 4,911 | 10 | 14,063 | 28 | 17,962 | 35 | 1,423 | 3 |
| 50 to 54. | 54,759 | 100 | 4,867 | 9 | 2,498 | 5 | 3,111 | 6 | 8,316 | 15 | 18,406 | 34 | 17,561 | 32 |
| 55 to 59. | 38,298 | 100 | 2,234 | 6 | 1,331 | 3 | 1,490 | 4 | 3,694 | 10 | 7,288 | 19 | 22,261 | 58 |
| 60 to 64. | 16,150 | 100 | 796 | 5 | 566 | 4 | 628 | 4 | 1,348 | 8 | 2,467 | 15 | 10,345 | 64 |
| 65 to 69. | 1,531 | 100 | 145 | 9 | 122 | 8 | 104 | 7 | 209 | 14 | 310 | 20 | 641 | 42 |
| 70 and older. | 313 | 100 | 49 | 16 | 31 | 10 | 19 | 6 | 18 | 6 | 32 | 10 | 164 | 52 |
| Median age | 48 | | 35 | | 42 | | 46 | | 48 | | 51 | | 56 | |
| ALL EMPLOYEES | | | | | | | | | | | | | | |
| Male. | 239,214 | 100 | 78,673 | 33 | 18,569 | 8 | 14,762 | 6 | 32,214 | 13 | 45,009 | 19 | 49,987 | 21 |
| Female. | 23,606 | 100 | 11,124 | 47 | 2,980 | 13 | 1,926 | 8 | 2,795 | 12 | 2,372 | 10 | 2,409 | 10 |
| Total². | 262,820 | 100 | ³ 89,797 | 34 | 21,549 | 8 | 16,688 | 6 | 35,009 | 13 | 47,381 | 18 | 52,396 | 20 |

¹ Less than 0.5 percent.² Includes employees whose age was not reported.³ Includes 33,687 employees with 5 or more years of railroad service after calendar year 1995.

NOTE.-- The median age for male employees was 48 years and for female employees 46 years.

Table D12.--Employees in 2002, by sex and completed years of service

| Completed years of service | All employees | | Male | | Female | |
|-------------------------------|---------------|-----------------------|---------|-----------------------|--------|-----------------------|
| | Number | Cumulative percent | Number | Cumulative percent | Number | Cumulative percent |
| 30 and over | 52,396 | 20 | 49,987 | 21 | 2,409 | 10 |
| 25 to 29 | 47,381 | 38 | 45,009 | 40 | 2,372 | 20 |
| 20 to 24 | 35,009 | 51 | 32,214 | 53 | 2,795 | 32 |
| 15 to 19 | 16,688 | 58 | 14,762 | 59 | 1,926 | 40 |
| 10 to 14 | 21,549 | 66 | 18,569 | 67 | 2,980 | 53 |
| 9 | 5,500 | 68 | 4,839 | 69 | 661 | 56 |
| 8 | 7,267 | 71 | 6,523 | 72 | 744 | 59 |
| 7 | 6,419 | 73 | 5,811 | 74 | 608 | 61 |
| 6 | 6,739 | 76 | 6,046 | 77 | 693 | 64 |
| 5 | 9,550 | 79 | 8,449 | 80 | 1,101 | 69 |
| 4 | 13,655 | 85 | 12,056 | 85 | 1,599 | 76 |
| 3 | 10,100 | 88 | 8,635 | 89 | 1,465 | 82 |
| 2 | 9,881 | 92 | 8,378 | 93 | 1,503 | 88 |
| 1 | 8,483 | 95 | 7,154 | 95 | 1,329 | 94 |
| Less than 1 | 12,203 | 100 | 10,782 | 100 | 1,421 | 100 |
| Total | 262,820 | 100 | 239,214 | 100 | 23,606 | 100 |